ENLISTED PERSONNEL QUARTERMASTER BRANCH BRIEF

TOPICS OF DISCUSSION

MISSION

MANNING THE FORCE

SPECIAL ASSIGNMENTS

ASSIGNMENT PROCESS

CURRENT ISSUES

PDNCO
MISSION STATEMENT

Advise Assignment Managers and soldiers on MOS related technical and professional matters.

Screens and selects soldiers for all special and nominative assignments (i.e., Recruiter, Drill Sergeant Program, Instructors, OC, JRTC, AC/RC, EOA, IG, Contracting and any special assignments covered in AR 614-200).

HQDA
ACTIVE ARMY
MANNING GUIDANCE

Four brave men who do not know each other will not dare to attack a lion. Four less brave, but knowing each other well, sure of their reliability and consequently of mutual aid, will attack resolutely.
-- Ardant du Picq, 1870

MANNING GUIDANCE

Winning
the Global War on Terrorism
and
Transformation
remain the Army's top priorities.

MANNING GUIDANCE

G-1 memo provides guidance concerning manning levels IAW CSA priorities

- **HQDA (G-1) Memorandum, Subject: HQDA Active Component Manning Guidance for Fiscal Year 2004 and Beyond, dated 27 Feb 04.**
- **Goal is to provide increased stability and predictability in order to provide fully manned, ready and capable units for combatant commanders.**

THE NEW MANNING SYSTEM (cont'd)

- **Force Stabilization**
  - **Focus on initial-term Soldiers**
  - **Normally assigned to CONUS installations with large combat formations**
  - **Serve extended tours (6 to 7 years)**
  - **May serve dependent-restricted tour with return to home base**
  - **Installation may serve as Soldier's home base throughout their career**

- **UFS**
  - **Life-cycle Manning –**
    - **Focus on deployable combat units**
    - **3 phases—**
      - **Reset (2-3 months) - Programmed gains/losses**
      - **Train-up (6-8 months)**
      - **Ready (25-29 months)**
    - **36 month stabilized tour**
  - **Cyclic Manning –**
    - **Focus on command and control elements and low density/high impact units**
    - **Annual operational schedule**
    - **2 phases--**
      - **Sustain (1 or 2 months) - Programmed gains/losses**
      - **Ready (10 or 11 months)**
    - **24-36 month stabilized tour**

- **Rest of the Army**
  - **Manned IAW the Enlisted Distribution Target Model (EDTM)**

THE NEW MANNING SYSTEM (cont'd)

- **Professional Development – Soldiers assigned to a UFS lifecycle unit or deployed will—**
  - **Not PCS or be sent TDY to attend schools or educational programs during the unit lifecycle**
  - **Use web-based technology to support professional development goals and requirements**

- **Retention - Soldiers assigned to UFS will be offered reenlistment options within the parameters of unit readiness and unit's lifecycle.**

- **Modularity - "Brigade based" forces that will—**
  - **More responsive to regional combatant commanders' needs**
  - **Better employ Joint capabilities**
  - **Facilitate force packaging and rapid deployment**
  - **Provide self-contained units capable of full**

MANNING PRIORITIES

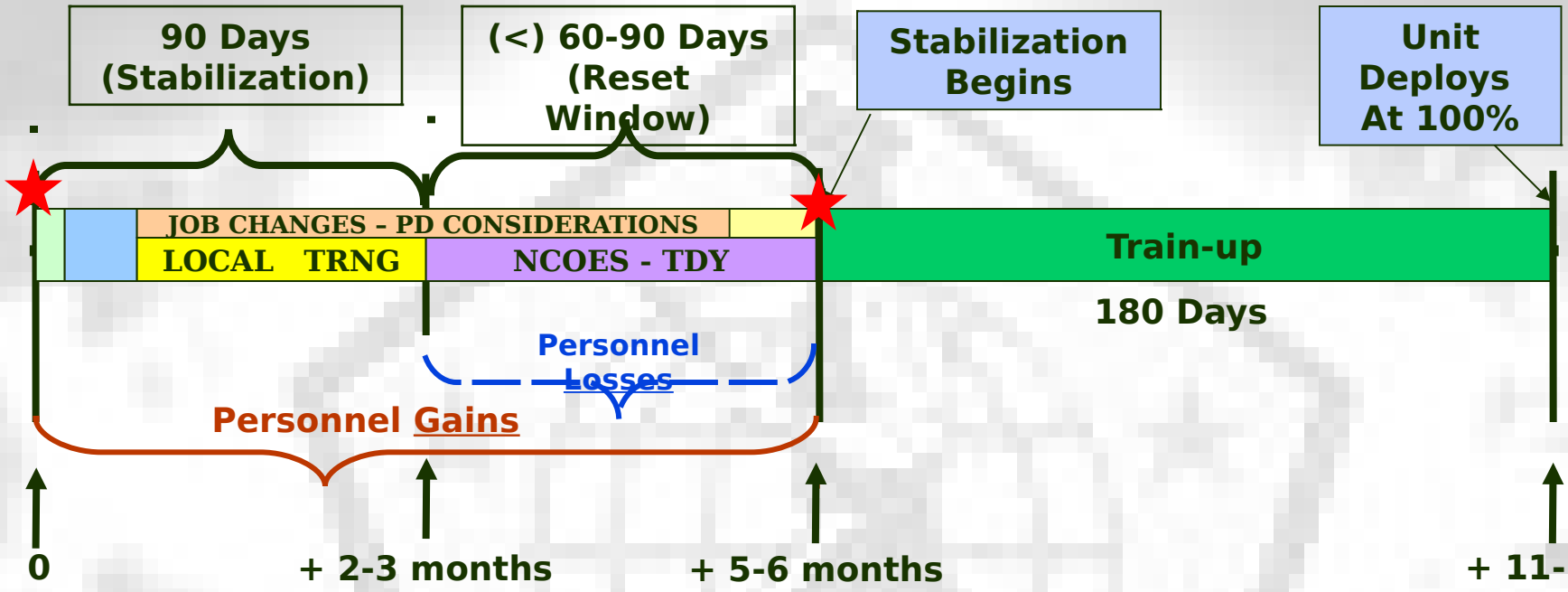
- Army Auth: 482.4K
- 30K End strength plus up approved

- **Manning Priority (MP) 1 –**
  - **98 - 102% in the aggregate**
    - **Goal of 100% MOS/Grade Band**
  - **When required MTO&E units will receive additional fill above authorizations to deploy at 100% available strength IAW AR 220-1, Unit Status Reporting**
  - **Units/positions listed in Encl 1 of memo**

- **Manning Priority (MP) 2 –**
  - **After fill of MP1, given current and projected strengths, should be filled between 90 - 97% in the aggregate**
  - **Remainder of the Army (ROTA)**

- **Headquarters Manning –**
  - **105% or less**
  - **Fill over 100% of authorizations will come from Command internal assets**

UFS RESET PLAN



Programmed gains/losses will occur only during periods indicated above

Losses: ETS, retirements, PCS for promotions, NCOES/professional development, reenlistments out to the rest of the Army, un-programmed losses

Gains: Reenlistments for unit, AIT, PCS in from the rest of the Army & OCONUS returnees

Upon redeployment Soldiers will be stabilized for 90 days

SPECIAL OR NOMINATIVE ASSIGNMENTS

- **Recruiter, Drill Sergeant Program, Instructors, OC, JRTC, AC/RC, EOA, IG, Contracting and any special assignments covered in AR 614-200).**
- **HT/WT IAW AR 600-9**
- **Some require Security Clearance**
- **Display good military bearing and has demonstrated performance in positions of increased responsibility**
- **Have no record of disciplinary action or letter of reprimand filed in OMPF in last five years**

SPECIAL OR NOMINATIVE ASSIGNMENTS

- Be competitive for promotion to the next higher grade as evidenced by NCOER
- Have GT score of 100 or higher
- No Back to Back Special or Nominative Assignment
- Priority is given to Deployed soldiers first
- Next assignment: needs of the Army (Division or Korea)
- Update AKO with duty and home phone numbers

DRILL SERGEANT

- SSG / SFC
- GT Score of 100 or higher (Waiver to 95 on a case- by-case basis)
- Minimum physical profile of 111221
- BNCOC Graduate
- Age 40 or less
- Meet AR 600-9 standards
- Have a min of 4 yrs continuous active Federal Service
- https://www.perscomonline.army.mil/epinf/dsvolunteer.htm

RECRUITER

- SGT, SSG, SFC
- US citizen or Naturalization
- GT Score of 110 or higher (or min GT 100 with ST 100)
- Minimum physical profile of 132221 and No Shaving Profile
- NCOES: SGT (PLDC Grad), SSG (BNCOC Grad), and SSG(P)/SFC (ANCOC Grad)
- Age limits; SGT-37, SSG/SFC-39
- Dependents limit; SGT-2, SGT(P)-3, SSG-4, SSG(P)/SFC-5
- Not a Sole Parent
- Financially stable; no history of indebtedness
- https://www.perscomonline.army.mil/epag/Recruiting2.htm

INSTRUCTORS

- SSG / SFC
- OEF or OIF experience preferred
- Be fully qualified in the MOS (must have MOS experience)
- Have recently held a leadership assignment.
- Possess writing and communication skills
- 24 Month assignment

AC/RC

- SSG, SFC, MSG
- TOE assignment within the last two years
- Be in possession of or be able to obtain a civilian driver's license and have no limitations preventing the operation of a military vehicle
- 36 months assignment

ASSIGNMENT PROCESS

- **NEEDS OF THE ARMY**
  - **GWOT**
  - **TRADOC**
  - **ROTA**
- **PROFESSIONAL DEVELOPMENT**
  - **1SG DUTY**
- **ASSIGNMENT PREFERENCE**

- **1SG/ Battle Staff Course: Only if you are going to position that requires the SQI M or 2S**

ASSIGNMENT PROCESS

- **Requisition:**

  -Created by Distribution Division

- **Fence Release Process:**

  - 7 day Turnaround

  - Approval/Disapproval depends on the AGG strengh

- **Waiver (TOS):**

  - 72 hrs Turnaround

MARRIED ARMY COUPLE PROGRAM

- Regular Army soldiers married to members of Regular Army, other services, Reserve Components
- Consideration automatic for both Regular Army soldiers once enrolled
- Considers tour equity and career development
- Reassigned in soldier's grade and PMOS only
- No special rights or privileges are granted

EXCEPTIONAL FAMILY MEMBER

- Must be enrolled prior to notification of assignment
  - Enrollment is mandatory
  - Update enrollment every three years
- Considers Family Members special needs during assignment selection process
- Soldiers with approved applications are still eligible for worldwide assignment

HOMEBASE/ADVANCED ASSIGNMENT

- **HOMEBASE ASSIGNMENT: RETURN to prior permanent duty station**
- **ADVANCE ASSIGNMENT: projected for assignment to a duty station OTHER THAN the prior permanent duty station**
- **Is NOT a contract**
- **May accept or decline HAAP during the levy briefing**
- **Guidelines for HAAP priorities are based on:**
  - **Needs of the Army**
  - **Professional Development**
  - **Assignment Preference**
  - **Least Cost Factors**

CURRENT ISSUES

- GWOT: MANNING 105%
- TRADOC: 100%
- ROTA: 91%
- INCREASE IN BDE
  - 10M
  - 101
  - 82D
  - 3ID
- NCOES
- MILPER MESSAGE #04-109: CHANGE OF RCP FOR SSG (ETS ON OR BEFORE 30 SEP 05, 2O TO 22 YRS)